


Dennis T
lhara/DLNR/StateHIUS
02/09/2007 09:13 AM


To Peter T Young/DLNR/StateHIUS@StateHIUS
cc Annette L Kahalewai/DLNR/StateHIUS@StateHIUS, Robert
K Masuda/DLNR/StateHIUS@StateHIUS
bcc
Subject Re: Land Court 

No blame was intended. Everyone knows that you want ALL backlog addressed and I was reiterating that goal. I am fully in agreement in what you have espoused. Although you have said we should not point fingers to anyone, I have always been accountable for my actions. My philosophy is if things go well, you take the credit. If things go bad, blame it on me, no problem. However, since you mentioned that Nicol has e-mailed you, I would appreciate a "heads-up" of what is imparted to you and an opportunity be given to me to answer. I think it is only fair to hear both sides. Thank you.

Dennis

Peter T Young/DLNR/StateHIUS

Peter T
Young/DLNR/StateHIUS
02/09/2007 06:08 AM

To Dennis T Ihara/DLNR/StateHIUS@StateHIUS
cc Robert K Masuda/DLNR/StateHIUS@StateHIUS, Annette L
Kahalewai/DLNR/StateHIUS@StateHIUS
Subject Re: Land Court 

Dennis:

By inference, you have "blamed" me for decisions you have made - I ask that you refrain from that.

My directive is to work together and focus on the backlog and get a smooth running Bureau.

The specifics of how that gets done and day to day decision-making is left to the leadership of the Bureau.


You made a decision - please take the responsibility for that decision (as noted, this is not the first time you have passed blame on to me.)

As I have noted in the past, as well, all employees are to be treated equally and fairly - a follow-up e-mail from Nicol suggests that you have done otherwise.

Peter.

Dennis T Ihara/DLNR/StateHIUS

Dennis T
lhara/DLNR/StateHIUS
02/08/2007 05:05 PM

To Nicolene M Gega-Chang/DLNR/StateHIUS@StateHIUS
cc Edna J Magnaye/DLNR/StateHIUS@StateHIUS, Peter T
Young/DLNR/StateHIUS@StateHIUS, Robert K
Masuda/DLNR/StateHIUS@StateHIUS, Susan De
Jesus/DLNR/StateHIUS@StateHIUS, Carol H
Ching/DLNR/StateHIUS@StateHIUS, Harriet H
Enrique/DLNR/StateHIUS@StateHIUS
Subject Re: Land Court 

200078

By the Chair's directive to deal with all backlogs, I commend Susanah or anyone else for taking the initiative in volunteering to stay late and work, even on weekends. Particularly when Susanah will be gone on vacation, she knows the work will be piling up and she is being pro-active in dealing with the problem. You are the Branch Chief and can easily decide on these matters as long as they are in keeping with the bargaining unit agreement. Thank you.

Dennis

Nicolene M Gega-Chang/DLNR/StateHiUS

Nicolene M
Gega-Chang/DLNR/StateHi
US

02/08/2007 01:18 PM

To: Dennis T Ihara/DLNR/StateHiUS@StateHiUS
cc: Robert K Masuda/DLNR/StateHiUS@StateHiUS, Peter T
Young/DLNR/StateHiUS@StateHiUS, Edna J
Magnaye/DLNR/StateHiUS@StateHiUS
Subject: Land Court

1. Susanna said that you OK'ed her to work 9 hours this Sunday instead of 8 hours, can you clarify this. Office practice is employees work within in 8 hour frame. If there were only one AR on duty, employees would work around the time frame that the AR sign up for. Is this 9 hours on the weekend going to be a new practice? I need to let the rest of the Assistant Registrar's know if it is to become a new practice.
2. Susanna also said you authorized her to stay after 6:00 p.m. by herself. Are we know allowing employees to work pass 6:00 p.m.? Can you let me know other Assistant Registrar's are asking if they could work pass 6:00. The reason employees were only allowed to work till 6:00, is because after 6:00 pm meals need to paid to the employees. They were also safety reasons for not allowing an Employee to stay alone.
3. Land Court Receiving occasionally needs to work pass 6:00 p.m. to finish their pre-checks, does an Assistant Registrar need to stay with them or would their Supervisor be sufficient? Office practice is an Assistant Registrar would stay with Land Court Receiving if they needed to stay after 6:00 pm.

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